The City of Clayton

Community Equity Commission

Virtual Zoom Meeting

February 11, 2021 at 5:30 PM

Minutes

The meeting was called to order at 5:34 pm.

Roll Call

<u>Present:</u> Laura Horwitz (Chair), Chris Schmiz, Yvonne Tisdel, Ben Uchitelle, Dr. Sean Doherty (ex officio), Ellen Gale (ex officio), Kenneth Murdoch (ex officio), JoAnna Schooler (ex officio), and Laurie Anzilotti (ex officio)

<u>Additional</u>: Alderwoman Joanne Boulton, Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

Minutes

Ben Uchitelle moved to approve the January 14, 2021 minutes. Yvonne Tisdel seconded the motion. All were in favor.

Discussion of 2021 Commission Priorities

Members discussed the results of the survey. Staff will work refine the list of categories to guide the discussion at the next meeting.

Presentation on St. Louis County Welcoming Plan by Kenneth Murdoch

Kenneth Murdoch shared the ongoing work that St. Louis County is doing to create a Welcoming Plan and invited the Commission to consider how the City would want to be talked about in the Plan.

2021 Citizen Survey

Assistant to the City Manager Muskopf shared that the City will be sending out the 2021 Citizen Survey this year and asked the Commission to consider what information they would like to learn from the survey to aide in their work. The Commission created a subcommittee to draft questions for consideration by the Board of Aldermen. The subcommittee includes Laura Horwitz, Chris Schmiz, Yvonne Tisdel, and JoAnna Schooler.

Old Business

Public Comments from January 14 Meeting

City Manager Gipson provided an overview on the public comments from the January 14 meeting.

Mayor's Commemorative Landscape Task Force (Task Force)

Assistant to the City Manager Muskopf shared that the Task Force is finalizing the evaluation criteria and hope to bring the proposals to the Commission for input in April.

Subcommittee Reports

Communications Subcommittee

Chris Schmiz provided an update on the survey to update the Mission Statement. The update to the Mission Statement is on the February 23 Board of Aldermen Agenda.

Ben Uchitelle motioned to reaffirm the Commission's recommendation adopt the changes to the City's Mission Statement and utilize it in the fullest possible way in their directives, communications, and the like. Yvonne Tisdel seconded the motion. All were in favor.

Law Enforcement Subcommittee

Stuart Berkowitz shared that the Subcommittee met with the Municipal Court Judge to learn more and Chief Smith will be meeting with them in the coming weeks to update them on the traffic stop data.

Public Comment

Kathleen Gund shared her suggestions on the Board's priorities including the visualization of whether the items are a fence (barrier) or ladder (opportunity). She also inquired about the history of the subsidized units dropping, what are we going to do to not let that happen again, and/or build upon the current number of subsidized units. Lastly, she asked if the reference in the Commission's Annual Report about a "web presence" referring to the City's website.

Member Comments

JoAnna Schooler shared information about the ongoing lecture series and an upcoming event on March 13th about the anti-racism and the inequities that have been spotlighted by Black Lives Matter as well as how the current pandemic has disproportionately affected people of color.

Next Meeting Date

The next meeting is scheduled for March 11 at 5:30 pm.

Adjourn

Having no other business, the meeting adjourned at 7:04 pm.

In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.

When: February 11, 2021 05:30 PM Central Time (US and Canada)

Topic: Community Equity Commission

Please click the link below to join the webinar: https://us02web.zoom.us/j/83207030795

Or iPhone one-tap:

US: +13126266799,,83207030795# or +19292056099,,83207030795# Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 929 205 6099 or +1 301 715 8592 or +1 346

248 7799 or +1 669 900 6833 or +1 253 215 8782

Webinar ID: 832 0703 0795

International numbers available: https://us02web.zoom.us/u/kbWDuvYfnv

Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at amuskopf@claytonmo.gov. All comments received will be distributed to the entire Commission before the meeting.

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

Community Equity Commission February 11, 2021 at 5:30 PM

Agenda

- 1. Welcome and Roll Call
- 2. Approval of January 14, 2021 Minutes
- 3. Discussion on 2021 Commission Priorities Survey
- 4. Presentation on St. Louis County Welcoming Plan by Kenneth Murdoch
- 5. 2021 Citizen Survey
- 6. Old Business
 - a. Public Comments from January 14, 2021 Meeting
 - b. Mayor's Commemorative Landscape Task Force Update
 - c. Subcommittee Updates:
 - i. Communications
 - ii. Law Enforcement
- 7. Public Comment
- 8. Comments from Members
- 9. Next Meeting: Thursday, March 11 at 5:30 pm
- 10. Adjourn

The City of Clayton

Community Equity Commission

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Roll Call

<u>Present:</u> Laura Horwitz (Chair), Chris Schmiz, Yvonne Tisdel, Ben Uchitelle, Dr. Sean Doherty (ex officio), Ellen Gale (ex officio), Kenneth Murdoch (ex officio), JoAnna Schooler (ex officio), and Laurie Anzilotti (ex officio)

<u>Additional</u>: Alderwoman Joanne Boulton, Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

Minutes

Ben Uchitelle moved to approve the December 10, 2020 minutes. Chris Schmiz seconded the motion. All were in favor.

Debrief of December 10, 2020 Meeting

Members shared their thoughts and takeaways from the presentations from the previous meeting.

Reflection: Doctors for Equity, Diversity and Inclusion

Yvonne Tisdel led a reflection on Doctors Herman J. Giger and Martin Luther King Jr.

Presentation on St. Louis Housing Report Card by Cristina Garmendia

Annual Report

The Commission will be compiling an Annual Report. The Communications Subcommittee will work with staff to create a document for distribution.

Old Business

Public Comments from October 8 Meeting

There were no public comments during the December 10, 2020 meeting.

Mayor's Commemorative Landscape Task Force (Task Force)

Laura Horwitz moved to appoint Chris Schmiz to serve on the Mayor's Commemorative Landscape Task Force's work. Ben Uchitelle seconded the motion. All were in favor.

Subcommittee Reports

Communications Subcommittee

Chris Schmiz provided an update on the survey to update the Mission Statement. To date, out of 60 responses 52 were in favor, 4 disagreed, and 4 were neutral. She also provided an overview of the 30 comments, which were overwhelmingly in favor.

Law Enforcement Subcommittee

The Subcommittee will give a more thorough report on Municipal Court at the next meeting.

Public Comment

Kathleen Gund shared her thoughts on the presentation and the City's decisions that impacted housing within Clayton. She suggested that the City could consider asking the developers to contribute to the solution. She also asked when the Equity Audit results will be available.

Eleanor Gund shared that it is difficult to find housing for young professionals to afford to live in Clayton and it is not diverse. She suggested that Clayton address affordable housing. She also suggested that the City of Clayton check to make sure that Clayton police or public employees participated in the insurrection at the Capitol.

Rick Bliss suggested that a committee be formed of people of color to address issues as to why people of color do not want to live in Clayton to achieve more diversity within the community.

Next Meeting Date

The next meeting is scheduled for February 11 at 5:30 pm.

Adjourn

Yvonne Tisdel moved to adjourn the meeting. Stuart Berkowitz seconded the motion. The meeting adjourned at 7:06 pm.

Affordable Housing Report Card

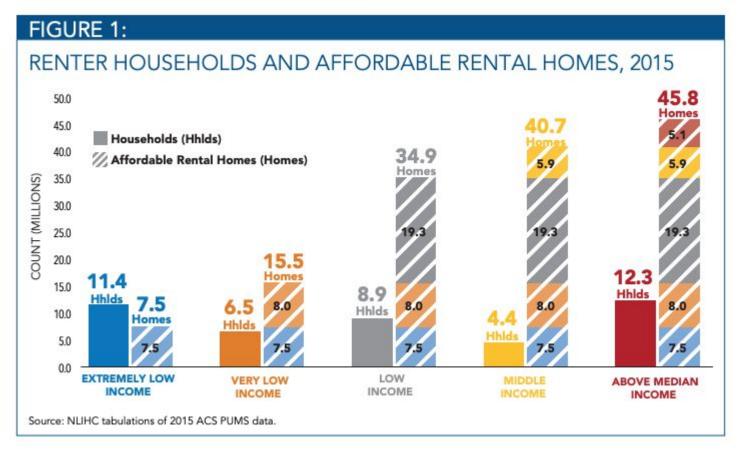
Clayton Equity Commission January 2021 Update

Agenda

- 1. Introduction
- 2. Review of Report Card Process
- 3. Key Terms & Key Players
- 4. Clayton in Context of Region

Purpose of Affordable Housing Report Card

- Evaluate the current affordable housing need in both St. Louis City and St. Louis County
- Take into account the many dimensions of affordable housing in our region
- Tool will be for community organizations, housing advocates, regional decision-makers, and residents in St. Louis City and County who want to see an increase in and more equitable use of affordable housing resources



National Low Income Housing Coalition, 2017

Review of Report Card Process

Phase 1

Identify accountability needs and precedent frameworks.

→Project Goals Brief

→Draft Project Plan Phase 2

Scan existing metrics and finalize framework using stakeholder feedback.

→Project Plan

→Draft List of Metrics

Phase 3

Collect data and finalize metrics using stakeholder feedback.

→Final List of Metrics

→Draft Report Card Phase 4

Write remaining content and finalizing report using stakeholder feedback.

→Final Report Card

→Report Card Website

Affordable Housing Strategies

- Aligned with precedent frameworks
- Heard in interviews
 - Aligned City/County strategic plans

- (1) Preserve **existing** affordable housing
- (2) Increase **new supply** of affordable housing
- (3) Prevent **displacement** and support housing stability
- (4) Enforce **fair housing** policies
- (5) Increase accessibility for residents with **special needs**
- (6) Improve quality of affordable housing
- (7) Promote **mobility** to areas of opportunity
- (8) Increase access to affordable housing **financing**
- (9) Improve quality of life in affordable neighborhoods

Strategy: Increase New Supply of Affordable Housing

Increase production of affordable housing units by public agencies and private developers.

Sample Action: Agencies set housing production goals

Sample Action: Agencies monitor housing production in shared platform

Sample Metric: # of new/existing affordable housing units

Sample Metric: % of annual demand met

Strategy: Promote Mobility to Areas of Opportunity

Promote renter mobility to areas of opportunity, to decrease the concentration of public housing, and to decrease the segregation of housing voucher program participants.

Sample Action: Support the adoption of "Source of Income" laws throughout St. Louis County.

Sample Metric: # of vouchers being used in low-poverty zip codes

Sample Metric: # of housing units in low-segregation zip codes

Key Terms

Housing affordability

"Affordable for whom?"

The definitions of affordability vary across programs and perspectives, but for the Affordable Housing Report Card, we will be disaggregating whenever possible by income level (HAMFI).

HUD Area Median Family Income (HAMFI)

This is the median family income calculated by HUD for each jurisdiction, in order to determine Fair Market Rents (FMRs) and income limits for HUD programs.

Measure

How we SHOULD assess the quality, value, or effect of something

How to MeasurePreserving Existing Affordable Housing

Preservation is the act of maintaining, protecting or keeping something in existence.

How is affordable housing lost?

- Demolition or disaster
- Damage or condemnation
- Mergers or conversions
- Rents raised
- Properties sold at market rate

Metric

of something

How we CAN measure the quality, value, or effect

Data

Quantitative facts
Statistics suitable for analysis

Data: Preserve Existing Affordable Housing

HUD

LIHTC Dataset- Number of LIHTC units built by year and zip code, 1987-2018 Subsidized housing - Vouchers and Public housing by agency and census tract Housing building permits

American Community Survey

Housing units

Rental units by rent

Rental vacancy Rate

Rent burden & Mortgage burden

City of St. Louis

Demolition permits

Property sales

Saint Louis County

No publicly available and relevant datasets

Metrics for Measuring Preservation of AH

- Change in number of LIHTC units losing designation
- Change in number of housing vouchers issued
- Change in number of public housing units
- Change in number of units charging rent at various thresholds
- Change in number of homes being sold *at various thresholds*
- Rent and mortgage burden rates at various income levels

What is important but hard to measure?

- Loss of naturally occurring affordable housing because landlords raise rents
- Landlords not accepting or discouraging housing voucher use
- Measuring affordable housing loss in places that didn't have it to begin with!!

Key Players

Affordable housing has become a fragmented policy problem.

There are many fiefdoms - many programs - many providers.

Resulting in a LACK OF ACCOUNTABILITY

A feature, not a bug!



Defining Accountability

- 1) Quantitative ---> Metrics
- 2) Qualitative ---> Follow-Through on Promised Commitments

Both are useful and valid forms of accountability.

accountable?

What would help to hold you

Clayton in the Context of the Region 2019

Clayton Housing Snapshot

- 6,208 housing units
- 91% housing occupancy
- 41% renters | 59% homeowners
- 41% of renters are cost-burdened (paying >30% of income for rent)
- ~875 renter households are cost-burdened
- Median home value: \$633,400
- Median rent: \$1,249 per month
- 669 new housing units built in 2015-2019
- 93% of new build units were in multi-family buildings

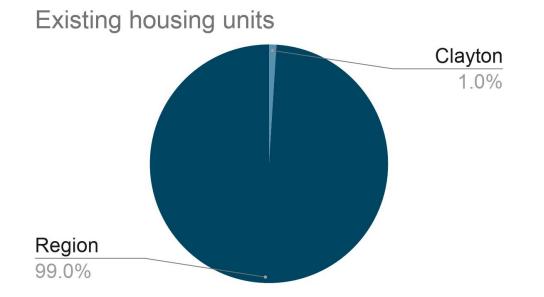
Total Housing Units

In CLAYTON: **6,208**

In STL REGION: 619,643

SHARE OF REGION'S UNITS

1.00%



What is Clayton's responsibility?

Should we grow...

- Clayton's share?
- The size of the pie?

3,349 Owner Occupied HH

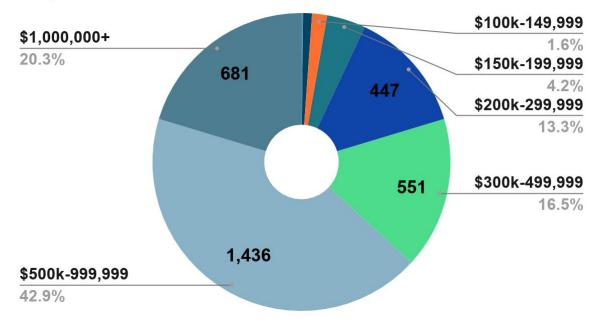
Clayton offers no affordable options for those looking to purchase a home.

Median home value in Clayton **\$633,400**

Median home value in City **\$138,700**

Median home value in County **\$198,800**

Clayton: Value of Owner-Occupied Households



Renter Households

In CLAYTON: 2,297

In STL REGION: 207,619

SHARE OF RENTER HH

1.11%

2,297 Renter Occupied HH

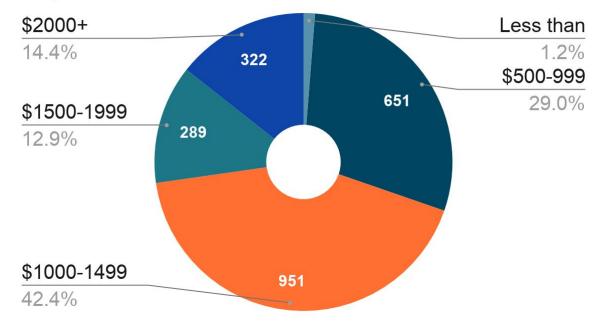
Clayton offers <u>limited</u>
<u>affordable options</u> for those looking to rent a home.

Median rent in Clayton **\$1,249**

Median rent in City **\$828**

Median rent in County \$983

Clayton Rental Market: Gross Rents in 2019



Rent < \$500

In CLAYTON: 28 units

In STL REGION: 15,661 units

SHARE OF REGION'S UNITS

0.18%

128 units short of 1% share

Rent \$500-999

In CLAYTON: **651 units**

In STL REGION: 102,358 units

SHARE OF REGION'S UNITS

0.64%

373 units short of 1% share

Rent \$1000 - 1499

In CLAYTON: **951 units**

In STL REGION: 63,719 units

SHARE OF REGION'S UNITS

1.5%

Rent \$1500 - 1999

In CLAYTON: **289 units**

In STL REGION: 12,430 units

SHARE OF REGION'S UNITS

2.3%

Rent >\$2000

In CLAYTON: 322 units

In STL REGION: 6,330 units

SHARE OF REGION'S UNITS

5.1%

Subsidized Housing

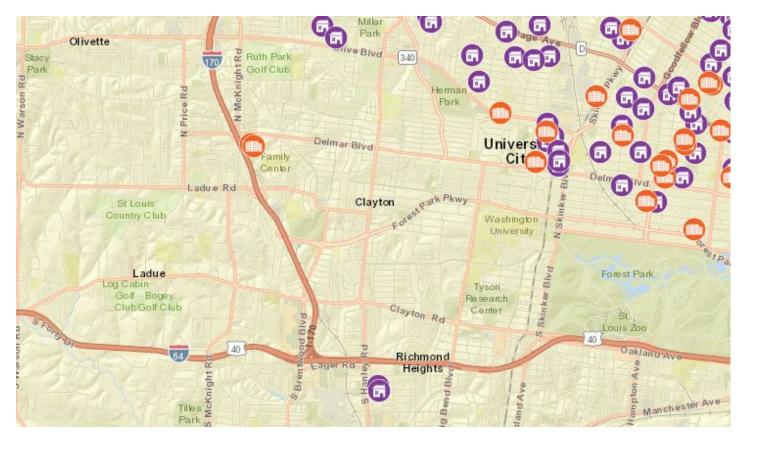
In CLAYTON: 21 units

In STL REGION: 17,367 units

1 Housing Choice Voucher20 Project Based Section 8

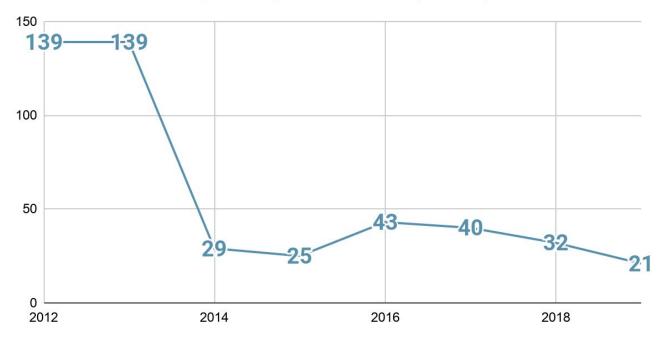
SHARE OF REGION'S UNITS

0.1%



Snapshot: HUD database of subsidized housing

Subsidized Housing in Clayton, Missouri (63105)



Clayton's subsidized housing stock has primarily consisted of Section 8 and has gone down substantially in recent years.

LIHTC Units

In CLAYTON: **0 units**

In STL REGION: 16,517 units

SHARE OF REGION'S UNITS

0%

Housing Building Permits 2015-2019

In CLAYTON: **669 units**

In STL REGION: 11,119 units

SHARE OF REGION'S UNITS

6%

SF Building Permits 2015-2019

In CLAYTON: 51 units

In STL REGION: 5,363 units

SHARE OF REGION'S UNITS

1%

MF Building Permits 2015-2019

In CLAYTON: **618 units**

In STL REGION: 5,756 units

SHARE OF REGION'S UNITS

10.7%

Clayton's Place in the Region

<u>Underrepresented (<1% share)</u>

Overrepresented (>1% share)

Units where Rents are < \$500

Units where Rents are \$1000-1499

Units where Rents are \$500-999

Units where Rents are \$1500-1999

Subsidized Housing

Units where Rents are >\$2000

LIHTC Units

Multi-family Building Permits

What can the data tell you?

- Clayton is a small player in the overall housing market of the region.
- Clayton's affordable housing strategy will likely need to focus on renters, not homeowners.
- Clayton does not provide affordable or subsidized housing for working families.
- Developers are interested in building additional housing in Clayton.
- Clayton punches above its weight in supplying the region with NEW MULTIFAMILY housing.

The Affordable Housing Report Card will tell us how much affordable housing we need as a region.

But data cannot tell you how much affordable housing each municipality should take responsibility for creating.

Leadership can **claim responsibility** for achieving more affordable housing.

Clayton could take on meeting... 10% of affordable housing need

1% of affordable housing need

In a desirable housing market close to jobs & retail Decreasing number of rent burdened households

- → Increase access to housing vouchers
- → Increase number of landlords that accept housing vouchers

Limitations & Opportunities

Questions? Feedback?

Cristina Garmendia Principal, URBNRX cristina@urbnredux.com



CLAYTON COMMUNITY EQUITY COMMISSION

2020 ANNUAL REPORT

Overview

The Clayton Community Equity Commission was established by Bill No. 6759 to provide the Mayor and Board of Aldermen with an additional resource as well as special insight and guidance on matters of equity, diversity, and inclusion. CEC held it is first meeting (face-to-face) on March 9, 2020 at the Clayton Municipal Court Room, 10, S. Brentwood Blvd, Clayton, MO 63105.

COVID hit but without ceasing CEC went virtual for all other meetings in 2020. Additionally, not letting COVID get in the way of this highly motivated diverse team of committed civil rights advocates met one-on-one and in small groups and in subcommittees getting to know each other and strategizing and developing plans to achieve their duties and responsibilities.

It should be noted that during the CEC forming, there was an ongoing wave of protest because of systemic racism towards black people which was partly facilitated by the nationwide Black Live Matter movement. Then after the killing of George Floyd by Minneapolis police officers on May 25, 2020, civil unrest broke out and quickly spread nationwide touching Clayton and the surrounding St Louis areas. These incidents prompted and steered CEC to immediately change course to ensure the Clayton did not have such issues as discrimination in criminal justice, employment, housing, health care and education among other issues. In this first annual report, you will find that CEC boldly attacked these issues within the scope of their roles and duties listed below:

- 1. Promote community awareness and education on the value of diversity to the community;
- 2. Promote equity on the basis of economic status, race, color, religion, gender national origin, ancestry, marital status, lawful source of income, physical or mental disability familial status, sexual orientation, and gender identity;
- 3. Evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services, and

- programs, which will establish the Commission as a community resource and regional leader;
- 4. Promote responsiveness of government to concerns of all minority groups and others that may be subject to bias or discrimination in the community; and
- 5. Encourage the creation and continuation of community equity, diversity and inclusion awareness efforts, programs, and activities that are available and accessible to all community members.

2020 was a successful year for CEC working on behalf of the Clayton community towards promoting equity, diversity, and inclusion as reflected in this report.

Accomplishments

- Developed a web presence: A web presence was essential to: (1) provide transparency, (2) aid in educating and developing culturally intelligent citizens and (3) provide easy access to all CEC information. (Example: 260 views in a 42-day period)
- Researched and Developed Heritage Calendar: Researched, developed, and implemented a heritage calendar for the purpose of providing cultural awareness and appreciation and in celebration of people who have struggled for equality and inclusion. This calendar recognizes those month-long observance designated by Presidential proclamation and Executive Order.
- Implemented Reflection Tradition: Established a tradition where from time-to-time CEC would have an appropriate reflection to consciously give consideration and appreciation for individuals who greatly contributed to equity and inclusion. These reflections also help keep CEC members to stay motivated and uplifted to take the actions to bring about positive change in equity, diversity, and inclusion. (Example of individuals recognized: John Lewis, CT Vivian, Ruth Bader Ginsburg, Herman J. Geiger, and Dr King)

- Law Enforcement Study Policy and Recommendation: CEC extensively studied law enforcement areas focusing on inherent bias. The study consisted of eight areas. (Examples: Mutual Aid Agreement, Suspicious Calls, Use of Force, Traffic Stops, Municipal Court, Body Cameras, Fire department and Resource Officers)
- Suspicious Call Communication Plan: Purpose to curb unwanted suspicious person calls, building awareness and empathy among the Clayton community. The plan consisted of multiple channels and messaging, with the goal of reducing unwanted suspicious calls over a 12-month period. (Example: The data showed there is consistent racial disparity in the calls with African Americans 50% more likely to be the subject described)
- Mission Statement Revision Recommendation: Requested that the words "diverse", "inclusive" and "equitable" be inserted into the City's mission statement.
- Mayor's Commemorative Landscape Task Force: CEC is a partner with the task force to address community concerns that some commemorative landscape items glorify racist or oppressive ideals. The work of the task force is pro-active in that there has been many demonstrations and the public backlash has widened for the removal of confederate monuments, institutional symbols, including place names, namesakes, and brands. (Examples of Removals: Robert E. Lee monument in Charlottesville, VA and New Orleans and the Confederate Monument in St Louis)
- CEC Survey: Valuing the input of Clayton citizens a survey was developed and posted to accomplish a two-fold goal: (1) To gather indepth insights on what improvements, if any, can be made to improve equity, diversity, and inclusion for the Clayton community (2) To request input for the revision to Clayton's mission statement. (Example: 60 responded to Mission Statement changes with 86.67% agree, 6.6% Neutral and 6.67% disagree)

- Public Comments Assessment: CEC tracked and assessed public comments to diagnose current thinking of the community while using information in developing future strategic actions coupled with feedback comments from CEC survey. (Example: Over 10-month period 14 public comments were provided and 30 comments in the survey)
- Neighborhood Indentures Review: Requested Clayton communities review their indentures and make changes if they have restrictions which violate Missouri housing practices.
- Hosted Educational Presentations: Hosted six educational sessions provided by subject matter experts to (1) deepen CEC's and the community cultural self- awareness and (2) increase knowledge and understanding on areas CEC would study related to equity, diversity, and inclusion. (Examples: History of the Region, History of Clayton, Law Enforcement, Best practice of Tacoma and Madison, Basic Diversity terms and Housing)
- Attended and Participated in local diversity events: CEC has participated and attended events, celebrations, seminars provided from external organizations. (Example: Webster University, History Museum diversity events)

Summary

As reported by Major Cities Chief Association Report (October 2020), in 2020 there was an unprecedented wave of protests and civil unrest that flowed across the U.S. and Canada. In total, there were 8,700 protests that took place in most major cities between May 25th and July 31st, 2020. While most of these protests were peaceful, a large portion did include non-violent acts of civil disobedience such as the takeover of a roadway or disruption of commerce. Not exempt, civil unrest hit home with St Louis experiencing a significant amount. CEC believes protest will continue as long as there is widespread systemic racism, but CEC has hope that change can and will occur. On January 20, 2021, the U.S. has a new President who has committed to heal the wounded and divided nation.

CEC welcome this new focus and locally will continue to carry out its duties and responsibilities to help make the Clayton community a role model city for equity, diversity, and inclusion.

Note: For additional information related to this report please go to: www.claytonmo.gov/government/boards-and-commissions/community-equity-commission